



Fleet and Industrial Supply Center - Norfolk, Virginia

Supply Chest

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Ready - Resourceful - Responsive!

Vol. 56 No. 18

Destination Afghanistan : A SUPPO's journey to the front

By Lt. Robert James

Greetings from beautiful Camp Atterbury (the Joint Forces Maneuver Training Center near Columbus, Indiana). Just wanted to provide a quick update of the journey so far. The initial three days spent at the mobilization center in Little Creek, Va. was extremely challenging. Organization and communication was pretty much non-existent, and we spent the better part of those three days standing in one line or another. Sizing for gas masks, uniforms, body armor etc, then another line for medical and then yet another line to get the necessary immunizations, then additional lines for CBR (chemical, biological and radiological) gear sizing and admin.

The group assembled consisted of some 240 personnel, both active duty and reservists, ranging from E-3 to O-5. Approximately 75 percent of the group is heading to Afghanistan, with the remaining 25 percent going to Iraq. All personnel were assigned to different teams based on mission and geographic location. I was slated as an alternate, along with eight others. Most teams are going in as either Embedded Trainers (ETTs) or for garrison support.

We did get Saturday off, but had to check back in at Little Creek at 5:30 Sunday morning to board our Greyhound busses (which also turned quickly into a game of musical busses as they tried to figure out who they wanted on which bus) for the 16-hour trip. We arrived late Sunday night, had a quick meal, then stood in two more lines, one for a foot locker and one for linens, before we finally got into our barracks.

Camp Atterbury was built in 1942 as a training and mobilization



Lt. Robert James (left) and Cmdr. Mark Semmler, COMFISCs, take a break during weapons qualification at Camp Atterbury, In. Lt. James was the FISC Norfolk Logistics Support Officer prior to his mobilization.

center for the surge of recruits at the start of U.S. involvement during WWII, and after taking one look at our barracks it appears we were assigned to two of the original buildings. We stayed in the barracks for two days, during which time we went through the check-in process yet again, getting sized for everything all over again, and then heading to issue. After that, it was back to medical for another review of our records and yet more immunizations, since the Army's

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Lean Six Sigma "white belt" training is required for all employees



Members of an introductory class to Lean Six Sigma perform an exercise during a recent training session. The four-hour "white belt" training is required for all FISC Norfolk employees. If you haven't attended an introductory Lean Six Sigma class yet, call Susan Thornes at 3-1728 to obtain a quota.

Admiral's Quarters ... Alignment update

We are moving forward with our alignment of thinking, objectives and effort. Simply stated, it is all about organizing our COMFISCS team and our resources and applying them to the delivery of the right products and services in the right manner with the right people.

In order to achieve our goals, we must proceed with initiatives such as Material Support Integration (MSI). That is the integration within the supply center framework of logistics functions at Commander, Navy Installations (CNI) Systems Commands and fleet maintenance activities to enhance logistics capabilities and services rendered to customers.

Partnerships with Naval Sea Systems Command, Naval Facilities Engineering Command, Fleet Forces Command, and CNI have either been established or are evolving. Further realignments under MSI will follow as COMFISCS prepares to receive almost 2,000 additional civilian and military personnel in fiscal year 2006. The largest realignment is with CNI. The CNI personnel transfer involves all seven FISCs and is scheduled to begin in December and continue until July 2006.

As our organization changes, business processes and practices are transforming. More efficient delivery models are coming into play with initiatives such as Lean Six Sigma (L6S). Black Belts, individuals trained in the concepts of L6S, are applying the tenets in a variety of work-improvement scenarios. COMFISCS has nine Black Belts who have undergone six months of intensive instruction. These Black Belts are spearheading projects aimed at expanding efficiency and implementing permanent process upgrades that were completed last month.

L6S projects rolled out across COMFISCS are diversified and clearly intended to elevate our logistics service to you. Whether it be the Subsistence Prime Vendor streamlining at FISC Jacksonville, a reduction in acquisition processing time at Pearl Harbor, lower costs for ship's store items in Yokosuka, or a smoother household goods outbound process in San Diego, COMFISCS Black Belts are achieving results in a carefully guided process marked with periodic "tollgate reviews." These reviews are an effective tool for keeping



Rear Adm. W. A. Kowba, COMFISCS

all decision makers informed of ongoing efforts, reviewing lessons learned, and making projections regarding the best future courses of action.

As the Wave I projects wrap up, results will be carefully examined and documented. Our current Black Belts will be joined by another group of trainees. Collectively, they will embark on Wave II, the next round of projects to advance other mission areas.

We are on the Lean 6 Sigma journey for the long haul and customer service is our key focus!

A handwritten signature in black ink, appearing to read "W. A. Kowba".

Supply Chest

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Follow these tips for a joyous - and safe - holiday season

There's a song that proclaims "it's the most wonderful time of the year." Few disagree. As a matter of fact, most everyone has been waiting all year for it to get here. It's time for shopping trips, making time for loved ones, spending a little extra time in the kitchen, wrapping gifts, and reliving happy memories from bygone years. Please don't allow carelessness to ruin your holiday season. Check out these common sense holiday tips.

While shopping ...

- Avoid carrying a purse.
- Carry only small amounts of cash, and be sure to keep your cash, credit cards, and keys in separate pockets.
- Leave the mall/store well ahead of closing time. Walk with others (there's safety in numbers).
- If you leave at closing time, request someone from Security to escort you to your vehicle.
- Always remember where you parked your car.
- Check underneath your car as your approach it.

And at home ...

- Keep gifts from easy view from outside windows.
- After opening gifts, break down cardboard boxes of expensive items (such as electronics) and fancy shopping bags and put them in plastic bags to hide the fact that you have valuable new items in your home.

Holiday cooking

- Do not leave food that is cooking on the stove unattended.
- Keep pot handles turned inward.
- Wear tight fitting clothing while cooking.
- Keep a 3-foot "kid-free zone" around stove.
- If you use a turkey fryer, check oil temperature often. If oil begins to smoke, turn off gas.
- Do not allow children or pets near a turkey fryer.
- Use well-insulated pot holders or oven mitts when handling any part of the aluminum pot.
- Raise and lower food slowly to reduce splatter.

If a fire occurs, do not try to extinguish it with water – keep an ABC fire extinguisher nearby.

Christmas trees

- When you buy a tree, have the vendor make a fresh cut an inch from the bottom. This will help the tree "drink."
- Keep water in the base of the stand.
- Spray with fire retardant.
- Keep at least three-foot away from furnaces, radiators and fire places.
- Make sure there are no space heaters near tree.
- Unplug lights before leaving the house or going to bed.

Christmas lighting

- Make sure your holiday lights are UL approved.
- Do not overload circuits.
- Use hooks instead of staples.
- Don't string more than three sets of lights together.
- Keep away from combustibles.
- Outdoors, use only lights and other electrical decorations certified for outdoor use.
- Always unplug an electrical decoration before replacing light bulbs or fuses.
- Use caution when decorating near power lines.
- Discard broken or faulty lights and decorations.

Holiday candles

- Keep away from combustibles.
- Have a sturdy foundation.
- Never leave unattended.
- Watch children and pets.
- Ensure they are out before going to bed or leaving house.

Holiday parties

- If you're hosting a party, be sure to provide non-alcoholic drink choices and food.
- Relocate pets to the backyard or bedroom.

Fireworks safety

- Remember, fireworks are illegal in all city limits.
- Children should not be allowed to use fireworks.
- Keep away from structures.
- Sparklers produce temperatures up to 2,000 degrees. Use carefully.
- Keep water handy.
- Do not try to relight duds.
- Never point fireworks at another person.

Smoke detectors

- Did you know smoke detectors can in-



Don't let your holiday lighting project end up like this.

crease your survival by 70 percent?

- Test weekly, and change out batteries twice a year.
- If your home uses natural gas, you also need a CO detector.

Drinking and driving

- Understand that alcohol, wine and liquor are drugs.
- The word "drunk" means being visibly impaired, such as staggering or slurring speech.
- The word "intoxicated" is a legal term, reflecting the amount of alcohol in a person's blood.
- The word "impaired" means that your ability to think clearly and to react appropriately isn't fully functional.
- You can be impaired by alcohol and other drugs long before you become intoxicated or drunk.
- Even at low levels of intoxication, you can "feel" more competent to drive than you did before you began to drink. This is a false security.
- Cold showers, coffee or exercise will not make you sober. Only time can do that—and alcohol burns off much more slowly than it is consumed.
- Say "No thanks, I'm driving," when you plan to drive.
- Understand that getting behind the wheel only once when your ability to drive is impaired could change your life forever.

Detailer visit offers "face-time" with career managers

Lt. Cmdr. Trey Ryker, Lt. and Lt.j.g. sea/overseas detailer, meets with Lt. Mike Ogden of the Navy Exchange Service Command. They discussed Lt. Ogden's Performance Service Record and possible future assignments. Detailers are the career managers of the Navy, and much of their contact with Sailors is through telephone and email. They make periodic visits to fleet-concentrated areas for face-to-face meetings.



New TSP regulations could mean greater benefit for you

Civilian Benefits Information Bulletin 2005-08 contains information about the Thrift Savings Plan (TSP). Effective July 1, 2005, TSP open seasons were eliminated. Employees are now able to elect to participate, change or stop their TSP contributions at any time.

The 1st election opportunity for eligible employees to make a TSP catch-up election is Dec. 11, with the transaction being effective on Dec. 25. The IRS limit for catch-up contributions is \$5,000. To make a regular TSP election, the 1st election opportunity is Dec. 25, with the transaction being effective 8 January 2006.

Please read bulletin 2005-08 as it contains important information regarding the new contribution limits and additional information

regarding TSP Catch-up elections. To learn more, visit www.civilianbenefits.hroc.navy.mil/Bulletins/Bulletin_2005_08_TSPInfo.pdf.

All benefit matters should be directed to The Benefits Line at 1-888-320-2917, select option 4 to speak with a Benefits Counselor.

Counselors are available from 7:30 a.m. until 7:30 p.m. (Eastern time), Monday through Friday except federal holidays. Be aware that during the health insurance open season period (now through Dec. 12); callers may experience higher than usual call wait times. The best time to speak with a counselor is prior to 9:00 a.m. or after 4:00 p.m.



FEHB open season ends Dec. 12

Shirley Hundley of the FISC Norfolk Message Center was one of many employees who stopped by the recent health fair. Representatives from all of the major health care providers were on hand to answer questions about the services they offer. Remember, if you need to make any changes to your health care coverage, the open season for Federal Employees Health Benefits Program (FEHB) and Flexible Spending Accounts (FSAFEDS) ends on December 12.

From the Fleet... On your mark, get set ... deploy!

By *FLTCM(AW/SW) Jon R. Thompson*

If you are serving aboard a ship, deployments are a fact of life. You understand that remaining prepared for a deployment is an everyday task. The Fleet Response Plan has not only increased the availability of our ships to deploy, but also calls for all of you on those ships to remain ready. I have a question for all of you on shore duty: Are you ready to deploy? Could you deploy on short notice? For those of you who think deployments are for sea duty Sailors only, you are mistaken.

Today, the Navy is supporting a whole host of missions throughout the world that require support in the form of individual augmentation. What that means is we send individual Sailors to support Navy and joint missions by name, not by entire unit. These assignments are usually in the form of temporary additional duty (TAD) and pop up frequently. My question is: if you were asked (or ordered) to deploy to support operations in Iraq, Afghanistan, Guantanamo Bay, Cuba, wherever, are you prepared? Would you volunteer if asked?

I challenge each of you to question your own individual response plan. Most of you understand that when you are assigned to a ship you need to have a good plan in place to ensure your families, residences and automobiles are cared for while you are away. I suggest everyone on shore duty have the same arrangements in place because you just never know when you may be asked (or ordered) to go TAD to support a mission.

Before I discuss some of the items you need to think about before deploying, I'd like to offer a little perspective about why you should view these TAD opportunities as great for your career. It's my belief that volunteering to go TAD to support missions, whether in a combat zone or otherwise, is career enhancing. In many cases, a six-month or yearlong assignment can spell the difference in your advancement. Those who volunteer often gain invaluable evaluations and often garner personal awards that set them apart from their peers. In many cases the individual augmentees are volunteers. That's the best way to get help.

To volunteer for a TAD assignment, two things have to happen. First, you need to have your affairs in order so that volunteering to be away doesn't cripple your family or financial world. Secondly, you need your command support. Command support is, sometimes, difficult to gain, especially if

what you do is not only valuable, but also invaluable. If you have not cross-trained your relief, or have no relief, you may not be able to volunteer. I would challenge each of you to take a hard look at what you do for your command and ask yourself what would happen if you weren't there? If the answer leads you to believe your work would not get done, you are probably not in a position to volunteer. Fortunately, I suspect the majority of you are in positions that others could cover for you. The question for those of you in this category is, have you trained those around you to cover for you and if the answer were yes, would you volunteer?

Deployment readiness is paramount for all of us. Here is a quick checklist that might help steer some of your decisions:

- Do you have a will?
 - Is your Page 2 up to date?
 - Do you have a Power of Attorney for someone to handle your affairs?
 - Do you have access to MyPay?
- Does your spouse?
- Is your pay set up the way you want?
 - If married, do you both understand clearly how finances are to be handled during deployment?
 - Who will pay your bills while you are deployed?
 - If you are renting an apartment, who will be paying the rent for you?
 - Is your renter's / homeowner's insurance current?
 - Do you have a safe place to store your vehicle and/or someone to take care of it for you?
 - Does your family know how to use the Red Cross in case of emergency?

There are dozens more items you should/could consider depending on your personal and family situation. The fact is you need to be prepared. If you're not, you essentially cripple yourself and your family if you are asked/ordered to deploy. I challenge every one of you to be ready. For all of our single parents, it's also extremely important you keep your dependent care plans up to date. If you have to deploy, whom do you have in place to care for your child or children?

Shipmates, I see our Navy getting busier and busier. The opportunities for some of you to support missions around the world will continue to present themselves. If and when you are asked or told to support, I can only hope you see the opportunity as a positive career move and you rally behind the



FLTCM(AW/SW) Jon R. Thompson

opportunity to say yes and do the best you can. Our Navy depends on Sailors to step up to the plate, volunteer when asked, and show that no job is too great or challenging. Your flexibility and dedication are what we rely on. Are you up to the challenge?

NAVSTA Norfolk holiday traffic plan and gate hours

The following information is provided in order to keep commuters informed of traffic support operations during the holidays.

Gates 3A, 4 and 5 will remain open 24 hours, 7 days a week during the Christmas and new year holiday periods.

During the Christmas and new year holiday period, from Dec. 19-Jan. 3, the following gates will be open Monday through Friday, except on the observed weekday holidays of Dec. 26 and Jan. 2.

(I) Indicates inbound traffic only, (O) indicates outbound traffic only, (B) indicates both directions.

Gate 1 5-8 a.m. (I), 2-5 p.m. (O)

Gate 2 5-8 a.m. (I), 8 a.m. – 5 p.m. (B)

Gate 22 5 a.m. – 5:30 p.m. (B)

Gates 3, 6 and 10 will be closed.

NAVSTA will continually assess traffic flow and will make adjustments as required. As always your patience and support is appreciated. For up-to-date traffic information, visit the NAVSTA Norfolk Website at www.navstanvorva.navy.mil.

Lt. James from page 1

standards are not the same as the Navy's.

On day three we marched to the forward LSA, (a nice acronym for what anyone else would call a tent city), our new home for 13 days. During those two weeks we went through about 40 classes, most of which were courses taught in either our mess tent or in old unheated underground ammo bunkers. The days were pretty long with 5:30 a.m. – 10:30 p.m. being the standard, showers every other day and then to our cots. Without question, the two most difficult issues to deal with were the cold (thank goodness for the sleeping systems issued since just about every night the heat would go out and the temperature in the tent would get down into the teens), and again the lack of communications (we never seemed to know what we were doing from one minute to the next).

My back let me know I have muscles I never knew existed, especially after humping three miles with 80 extra pounds on my back. Probably the biggest medical issue



Lt. Robert James takes aim with an AK-47 assault rifle during weapons qualification at Camp Atterbury, In.

(something I have fortunately avoided) has been blisters. My best advice to surviving the first 1-3 weeks is to take good care of your feet.

Weapons qualifications were the best. I qualified on the 9mm pistol, M240 (machine gun), M2 rifle and of course the M16 rifle. The M16 and 9mm are only loaners for right now since the Army hasn't received the weapons we will be going into country with, and might not have them available for issue

until just prior to our departure. I will actually be going in country with the M4 (A1) assault rifle, so I will have to re-qualify with that once they arrive.

We did get leave for Thanksgiving, so my wife and son drove up, so we could spend time together in Indianapolis.

I found out that my status as an alternate has changed. I am now on a team of 8 heading for Qalat (altitude 5085 feet) just north of Khandahar), to fill in as the communications officer. They already have a supply officer assigned, so I'm not sure what my exact duties will be upon arrival, but hopefully my background as a communications technician (CT) will help me out. As of now my only concern is that I will be working out of my field, but will make sure I keep plugged in to any supply related issues while there. That's it for now. I'll drop a line in a couple of weeks.

(Lt. Robert James was the Logistics Support Officer at FISC Norfolk prior to his mobilization)



Season's Greetings



HOLIDAY CELEBRATION

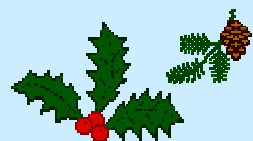
- **11:30 – 1:00**
 - **Thursday, December 15, 2005**
- Cafeteria Mall**

Caroling Contest (Departments)

Office Decorating Contest

(Best Warehouse, Best Personal Entry, & others)

Entries must be submitted by 12/09/05, via e-mail to Linda M. Cooper and Ronny T. Dixon



Bravo Zulu



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates William Duff, RSO Oceana, for completing 50 years of government service.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates Nolasco Bueno, RSO Oceana, for completing 40 years of government service.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates Priscilla Weiss for her selection as RSO Oceana Civilian of the Quarter.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates ABF3 Melanie Anaya, RSO Oceana, for her selection as "Grape of the Month."



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates Lt. Kerry Baker after presenting him with a Navy/Marine Corps Commendation Medal.



ATAC Hub Director Michael Pigford congratulates Juanita James (left) and Wanda Daniels after presenting them with 20-year length of service awards.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates PC2 Milagritos Pastrana after presenting her with a Navy/Marine Corps Achievement Medal.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates SHCM(SW/AW) Ples Hodges after presenting him with a Navy/Marine Corps Commendation Medal.

Bravo Zulu



Nine RSO Oceana Sailors awarded Navy/Marine Corps Achievement Medal



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates ABF1(AW/SW) Jeremy Bolden after presenting him with the Navy/Marine Corps Achievement Medal.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates ABF2(AW) Raymond Delacruz after presenting him with the Navy/Marine Corps Achievement Medal.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates ABF2(AW) David Lafave after presenting him with the Navy/Marine Corps Achievement Medal.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates ABF2 Ryan Stevens after presenting him with the Navy/Marine Corps Achievement Medal.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates ABF3 Randy Noland after presenting him with the Navy/Marine Corps Achievement Medal.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates ABF3(AW) Arnist Rowe after presenting him with the Navy/Marine Corps Achievement Medal.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates ABF3(AW/SW) Sherman Windley after presenting him with the Navy/Marine Corps Achievement Medal.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates SK1(AW) Marcus West after presenting him with the Navy/Marine Corps Achievement Medal.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates SK1(AW) Jesus Luna after presenting him with the Navy/Marine Corps Achievement Medal.

